

ATTACHMENT 12.1 – TRANSFERS TO JOB VACANCIES AT THE TUL/AFW/DWH MAINTENANCE BASE

Re: Transfers to job vacancies at the TUL/AFW/DWH Maintenance Base

(a) The Company and the Local Union will collaborate on determining the Business Units at each base. Business Units are intended to be large units with multiple shops/docks, common geographical locations, and/or functional responsibilities within each maintenance base, e.g. DWH Hangar, Hangars 5-6, Hangars 1-2, Hangars 3-4, Engines, Landing Gear, Avionics Component Repair etc.. These units will have a sufficient number of employees to enable the Company to meet fluctuations in business. While employees have a home shop assignment, the parties understand that employees can be moved within the business unit to meet day to day business fluctuations. These changes to assignments within the business unit are intended to mitigate peaks and valleys in the work loads, in addition to ensuring the most efficient operation of the Business Unit. In making assignments to meet workload fluctuations the parties agree that changes in these assignments will be within the same classification, Type of Work (Title I), or Craft (Title II). Changes to home shop assignments that are in excess of fourteen (14) days will be processed in accordance with 12.1 (i) (1).

(1) The parties recognize that there will be times when the need exists to redistribute headcount within a Business Unit for a period in excess of ninety (90) calendar days. If the need is within the same type of work (Title I), or Craft (Title II), the following procedure will be used;

(a) Within the Business Unit, surpluses and vacancies will be posted for seven (7) calendar days.

(b) At the end of the seven (7) day posting period volunteers within the Business Unit will be reassigned to the openings. In the event there are insufficient volunteers, reassignments will be made in inverse seniority order from the shop(s)/dock(s) that have declared a surplus. Job tests within a type of work will be waived.

(c) An employee may voluntarily transfer within his current business unit provided he has not completed or refused any type of transfer within six (6) months.

(d) When vacancies not covered by the labor loan provision described above in paragraph (a) are approved, an employee at that Maintenance Base will be provided an opportunity to fill the vacancy.

(2) In the event leadership at the operational level is unable to resolve issues that arise under 12.1 (a) the unresolved issue will be passed to the

Chief Operating Officer of the base and the President of the Local Union for determination. In the event the parties are unable to reach a mutual decision, the Company may implement the change and the Union may take up the disputed issue as a grievance under Article 31 and 32 of the Agreement.

Excluding Higher Capacity Positions, an employee may request a transfer from one Business Unit to another or to a different type of work or craft in order to fill a vacancy, provided the employee's qualifications are sufficient for the conduct of the work to which he is to be assigned and:

- (1) The employee has a minimum of twelve (12) months with the Company.**
 - (2) The employee has not completed a transfer within the prior twelve (12) months.**
- (c) Transfers in (b) will be electronically processed with the on-line tool. The Company will select the individual to fill the vacancy using the on-line tool. The senior qualified employee will be reassigned to the vacancy and may not refuse the assignment.**
- (d) Qualifications for vacancies to be filled by intra-station transfers are deemed satisfied when an employee:**
- (1) Passes or has previously passed the applicable qualifying test within the previous five (5) years, or**
 - (2) Has been assigned to the Job Test Area for a continuous period of six (6) months within the past five (5) years.**
- (e) After the selection has been made, it will be the Company's option to fill the resulting vacancy as follows:**
- (1) Filled at or by management option.**
 - (2) Filled by reassigning volunteers from job test areas where employees are available.**
 - (3) Filled by reassigning employees in inverse order of seniority from job test areas where employees are available.**
 - (4) Filled by employees with requests to transfer under Article 12(l).**
 - (5) Filled by employees with requests to transfer under Article 12(m).**

(6) Filled by new hires.

(f) At the TUL/AFW/DWH Maintenance Base, an employee in a Higher Capacity Position will be allowed to demote to his Basic Classification, as outlined above, provided his seniority will allow. Upon passing the applicable qualifying test, the affected employee will then be ineligible to serve in an acting, temporary, or permanent Higher Capacity Position in that classification for a period of twelve (12) months. Additionally, he will be restricted from transferring to another vacancy within his Basic Classification for a period of twelve (12) months. If the affected employee fails the qualification test, he will remain in his Higher Capacity Position.

(g) In the event of a reduction in force, the reassignment of surplus employees will be accomplished in accordance with the provisions of Article 15 of this Agreement within thirty (30) calendar days following the crew change in which the reduction in force was effected.

(h) Within thirty (30) calendar days following the crew change in which a recall is effected, the Company may make adjustments in its manning requirements.

(i) Temporary Assignments (Labor Loans) will not exceed ninety (90) calendar days. (Requirements in excess of ninety (90) calendar days will be filled through the above paragraph (a) (1),

(1) Temporary Assignments for a period not exceeding ninety (90) calendar days will be made on the basis of available qualified volunteers as defined above. In the event there are not sufficient qualified volunteers, the Company may reassign employees in inverse order of seniority from that shop or job/skill area.

(j) This memorandum will not apply when movement of unusual numbers of employees is required, such as, shutdown or opening of a shop/line or within thirty (30) calendar days following the crew change in which a recall is affected. Under these conditions, the Company may make adjustments in its manning requirements.

**Sincerely,
{Original Signed on File}**

**Agreed to:
{Original Signed on File}**

**James B. Weel
Managing Director
Employee Relations
American Airlines, Inc.**

**Robert F. Gless
Deputy Director
Air Transport Division
Transport Workers Union of American, AFL-CIO**